



FIMT- DIVYANG FRIENDLY POLICY

In alignment with the vision of inclusive education and the constitutional mandate under the Rights of Persons with Disabilities Act, 2016, Fairfield Institute of Management and Technology (FIMT), New Delhi is committed to creating a barrier-free, accessible, and inclusive environment for students, faculty, and visitors with disabilities (Divyangjan). The institution firmly believes that equity and dignity in education can only be achieved when all individuals, regardless of their physical or cognitive abilities, have equal access to academic and co-curricular opportunities.

FIMT has adopted a comprehensive Divyang-Friendly Policy, which ensures the implementation of physical, academic, technological, and social accommodations for Divyang individuals. The campus is equipped with ramps, elevators, tactile signage, accessible washrooms, reserved seating, and priority assistance for Divyangjan. Sensitization workshops, inclusive teaching-learning practices, and grievance redressal mechanisms further support this objective.

This initiative reflects the institution's dedication to universal design, social justice, and human rights, fostering a culture of empathy, respect, and empowerment. Through continuous infrastructure upgrades and stakeholder awareness, FIMT strives to ensure that no disability becomes a barrier to education, dignity, or opportunity.

Objectives of the Policy

1. To foster an inclusive institutional culture that eliminates discrimination, exploitation, and exclusion of persons with disabilities in all spheres of academic and administrative functioning.
2. To develop a structured regulatory framework for the effective and timely delivery of support services, reasonable accommodations, and infrastructural assistance for students and staff with disabilities.
3. To ensure strict adherence to all applicable laws and guidelines, including the Rights of Persons with Disabilities Act, 2016, and UGC norms, thereby protecting and promoting the rights and dignity of Divyangjan.
4. To enhance accessibility and inclusivity in the educational environment by promoting universal design, assistive technologies, and accessible teaching-learning methodologies.
5. To guarantee full and effective participation, equal opportunity, and holistic development of individuals with disabilities, empowering them to achieve their academic, professional, and personal aspirations without barriers.



Disability

Disability is a term that includes motor and sensory limitations (e.g., mobility, vision, or hearing impairments). It also includes disabilities resulting from chronic illnesses and syndrome, invisible disabilities, such as psychological and emotional disorders, learning disabilities, heart disease, diabetes, asthma, arthritis, epilepsy, Acquired Brain Injuries (ABI), and Acquired Immune Deficiency Syndrome (AIDS) are also included in the term disability.

The Constitution of India ensures equality, freedom, justice and dignity of all individuals and implicitly mandates an inclusive society for all including persons with disabilities. In the recent years, there have been vast and positive changes in the perception of the society towards persons with disabilities. It has been realized that a majority of persons with disabilities can lead a better quality of life if they have equal opportunities and effective access to rehabilitation measures.

Guidelines for Implementation

Ramp with Handrails

The institution shall construct barrier-free access ramps at all prominent entry and exit point. Each ramp will be built following the prescribed slope ratio of 1:12, ensuring gentle inclination for safe and independent wheelchair mobility. The ramps will be 1.2 meters wide, non-slippery, and fitted with dual-level handrails (on both sides as per CPWD and RPwD Act norms. handrails shall extend beyond the ramp ends for added safety and support.

Tactile Guiding Paths

To aid the visually impaired students, **tactile tiles** (guiding and warning type) shall be laid across major points to academic blocks, admin offices, and common facilities. These tactile paths will be made of non-glossy polyurethane or ceramic tiles with high slip resistance, and are laid in a consistent, yellow contrasting colour to assist individuals with low vision.

Lift Facility

Elevators shall be equipped with Braille buttons and voice indicators in multi-storey buildings for barrier-free access. The lift shall also have auditory floor announcements; LED digital display panels for floor indication.; sufficient space to accommodate wheelchairs; auto door sensors and emergency intercom support.

The lift panels shall be installed at an accessible height of approximately 900–1200 mm from the ground for ease of use by persons with disabilities.



FAIRFIELD

Institute of Management & Technology

Affiliated to GGSIP University & an 'A' Grade College by DHE, Govt. of NCT Delhi
Approved by AICTE, BCI & NCTE, Recognised under 2(f) of UGC Act of 1956



Wheelchair Accessibility

Wheelchairs are made available on request for students and visitors who require mobility assistance.

Disable Friendly Washroom

The institution shall ensure smooth internal mobility by providing wheelchairs on request at the reception desk of all wings and medical room. All major entry and exit points, classroom blocks, seminar halls, and reading rooms shall be designed with a minimum door width of 900 mm to facilitate wheelchair movement.

Washrooms designated for PwDs shall be fitted with grab bars, wide turning radius, and anti-skid flooring to ensure complete independence. Wheelchair-friendly restrooms shall be located on ground floor and shall be regularly maintained for hygiene and functionality.

Screen Reader Software

JAWS (Job Access With Speech) software and NVDA (NonVisual Desktop Access) installed in select computers in the IT lab for visually impaired users.

Text-to-Speech Enabled Computers

Computers in the digital lab have built-in text-to-speech and magnifier features activated to assist differently-abled students.

Examination Support

The college shall ensure that all students with benchmark disabilities are provided equitable access to examinations through inclusive support mechanisms. In accordance with the Government of India guidelines, the facility of a Scribe/Reader/Lab Assistant shall be extended to any student who has limitations in writing due to conditions such as visual impairment, locomotor disability, cerebral palsy, specific learning disabilities, or any other certified benchmark disability.

The college shall also provide compensatory time, which shall not be less than 20 minutes per hour of the examination duration, for all candidates availing the facility of a scribe or using assistive devices. Students shall be permitted to use assistive aids and devices during exams such as talking calculators (in subjects where calculators are permitted), tailor frames, Braille slates, abacuses, geometry kits, Braille measuring tapes, and augmentative and alternative communication (AAC) devices including communication charts and approved electronic tools.

To ensure a comfortable and accessible environment, examination rooms shall preferably be located on the ground floor with barrier-free entry. Adequate seating arrangements and accessible infrastructure shall be in place prior to the commencement of examinations, both for internal assessments and university-conducted external examinations.



Website Accessibility

The institution's website shall be compliant with accessibility standards (disabled-friendly), ensuring easy navigation for users with impairments.

YouTube Video Transcripts

All official institutional videos uploaded on YouTube or other platforms are accompanied by subtitles or transcripts for the hearing impaired.

Psychological Counselling Support

The institution offers a dedicated Counselling Cell to support the emotional and mental well-being of Divyang students.

Remedial Coaching Classes & Mentorship

To ensure academic inclusivity and bridge learning gaps, the institution conducts Remedial Coaching Classes for students who require additional academic support. These classes are aimed particularly at helping slow learners, students with any learning disability.

Library Facilities

The college shall ensure that its digital platforms, including the institutional website and online learning resources, comply with national and international accessibility standards such as the Web Content Accessibility Guidelines (WCAG) (latest applicable version) and the Government of India Guidelines for Indian Government Websites (GIGW) to ensure inclusive and barrier-free access for all users.